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19 November 1987

Leg

NOTE TO: DDA

FROM: OCA

SUBJECT: Changes to Agency Personnel Management System.

1. Attached is the final unclassified version of HR 2112, the Intelligence Authorization Act, and the accompanying Conference Report. (The classified annex has yet to arrive.)

2. I have clipped the pages pertaining to personnel management, and highlighted those paragraphs pertaining to the three objectives you wanted Cohen and I to accomplish. We clearly achieved at least two of the objectives. The study will be done by NAPA rather than by a Presidential Commission, and the final report will be classified. Although the NAPA study is not due until January 1989, we managed to get language which calls for interim reports in May and August of 1988. What we did not get was language which would not require the Agency to report or consult on every change, large or small, we make to our personnel management system. I can not tell you how many times we made the argument that micro-managing the Agency is neither efficient nor the purpose of oversight.

3. Now that EXCOMM has met and approved several modifications in the personnel management system, short of the full changes proposed in the Gray Book briefed to Congress, we need to consider when and what the oversight committees need to be told. D/OCA has already asked me if we intend to brief on the EXCOMM decision.

cc: D/OP
DD/CAP/OP

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